



LABOR CLARION

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Labor Council Directory

Labor Council meets every Friday at 8 p. m. at Labor Temple, Sixteenth and Capp Streets. Secretary's office and headquarters, Room 205, Labor Temple. Executive and Arbitration Committee meets every Monday at 7:30 p. m. Label Section meets first and third Wednesdays at 8 p. m. Headquarters telephone—Market 56.

Alaska Fishermen—Meet Fridays, 49 Clay.
Asphalt Workers—Meet 2nd and 4th Mondays, Labor Temple.
Auto Mechanics No. 1035—Meets Thursday evenings, 236 Van Ness Avenue.
Automobile and Carriage Painters No. 1073—Meet Thursday evenings, Building Trades Temple.
Baggage Messengers—Chas. Fohl, Secretary, 636 Ashbury.
Bakers (Cracker) No. 125—Meet 2nd and 4th Thursdays, Labor Temple.
Bakers' Auxiliary (Cracker)—Meets 1st and 3rd Tuesdays, 1524 Powell.
Bakers No. 24—Meet 1st and 3rd Saturdays, Labor Temple.
Bakery Wagon Drivers—112 Valencia.
Barbers—Meet 1st and 3rd Mondays, 112 Valencia Street.
Bartenders No. 41—Meet 1st Mondays at 2:30, 3rd Mondays in evening at 8:00, 1075 Mission.
Beer Drivers—177 Capp.
Bill Posters—Meet 2nd and 4th Mondays, Fifteenth and Mission.
Blacksmiths and Helpers No. 168—Meet 1st and 3rd Tuesdays, Labor Temple.
Boilermakers No. 6—Headquarters, 2923 16th St.
Bookbinders—Meet 3rd Friday, Labor Temple.
Boot and Shoe Workers No. 216—Meet 2nd and 4th Wednesdays, Twenty-fourth and Howard.
Bottlers No. 293—Meet 3rd Tuesdays, 177 Capp.
Box Makers and Sawyers—Meet 1st and 3rd Tuesdays, 177 Capp.
Brewery Workmen No. 7—Meet 2nd and 4th Thursdays, 177 Capp.
Bricklayers No. 7—Meet Tuesdays, Building Trades Temple.
Broom Makers—John A. Martin, Secretary, 3546 Nineteenth. Meet 2d Saturday, Labor Temple.
Butchers No. 115—Meet Wednesdays, Labor Temple.
Butchers No. 508 (Slaughterhousemen)—Meet 1st and 3rd Tuesdays, Laurel Hall, Seventh and R. R. Ave.
Carpenters No. 22—Meet Fridays, Building Trades Temple.
Carpenters No. 304—Meet Mondays, 112 Valencia.
Carpenters No. 483—Meet Mondays, 112 Valencia.
Carpenters No. 1082—Meet Tuesdays, 112 Valencia.
Cemetery Employees—Meet 1st and 3rd Saturdays, Labor Temple.
Chauffeurs No. 265, I. B. of T.—Meet 2nd and 4th Thursdays, 8 p. m., California Hall, Turk and Polk.

Cigarmakers—Meet 1st and 3rd Thursdays, Labor Temple.
Cloth Hat and Cap Makers No. 9.
Cooks' Helpers—Meet 2nd and 4th Wednesdays, 451 Kearny.
Cooks No. 44—Meet 1st and 4th Thursday nights at 8:30, and 3rd Thursday afternoon at 2:30, 53 Sixth Street.
Coopers No. 65—Meet 2nd and 4th Tuesdays, Labor Temple.
Draftsmen—Meet 1st Thursday, Labor Temple.
Dredgemen—10 Embarcadero.
Egg Inspectors—Meet 2nd and 4th Wednesdays, Labor Temple.
Electrical Workers No. 6—Meet Wednesdays, Building Trades Temple.
Electrical Workers No. 151—Thursdays, 112 Valencia.
Electrical Workers No. 537—Meet 1st and 3rd Wednesdays, 146 Stuart.
Elevator Operators and Starters—Meet 2nd and 4th Wednesdays, Labor Temple.
Federal Employees' Union No. 1—Meet 1st Tuesday, Native Sons Hall; headquarters, 746 Pacific Building.
Federation of Teachers—Labor Temple.
Felt and Composition Roofers No. 25—Meet 1st and 3rd Mondays, Building Trades Temple.
Foundry Employees—Meet at Labor Temple.
Furniture Handlers No. 1—Meet 2nd and 4th Fridays, Building Trades Temple.
Fur Workers—172 Golden Gate Avenue.
Garment Cutters—Meet 2nd and 4th Thursdays, Labor Temple.
Garment Workers No. 131—Meet 1st and 3rd Thursdays, Labor Temple.
Gas Appliance and Stove Fitters—Meet 2nd and 4th Fridays, Labor Temple. J. Hammerschlag, Secretary.
Gas and Electric Fixture Hangers No. 404—Meet 2nd and 4th Mondays, Building Trades Temple.
Gas Workers—Meet Labor Temple.
Glass Bottle Blowers—Meet 2nd and 4th Saturdays, Labor Temple.
Glass Packers, Branch No. 45—Meet 1st and 3rd Saturdays, Labor Temple.
Granite Cutters—Meet 2nd and 4th Tuesdays, Building Trades Temple.
Grocery Clerks—Meet 1st Thursday, Labor Temple; office hours 9 to 11 a. m.
Hatters' Union—J. Grace, Sec., 1114 Mission.
Horseshoers—Meet 3rd Wednesdays, Labor Temple.
Hospital Stewards and Nurses—E. N. Cummings, Secretary, 157 20th Ave.
Ice Wagon Drivers—Meet 2nd and 4th Mondays, Labor Temple.
Iron, Steel and Tin Workers No. 5—Meet 1st and 2nd Saturdays, Metropolitan Hall, South San Francisco.
Janitors—Meet 1st and 3rd Thursdays, 8 p. m., Labor Temple.
Jewelry Workers No. 36—Meet 2nd and 4th Mondays, 248 Pacific Building.
Ladies' Garment Workers No. 8—236 Pacific Building.
Ladies' Garment Workers No. 124.

Laundry Wagon Drivers—Meet 2nd and 4th Wednesdays, Labor Temple.
Laundry Workers—Meet 1st and 3rd Mondays, Labor Temple headquarters, Labor Temple.
Letter Carriers—Meet 1st Saturday, Los Angeles Hall, Native Sons' Building.
Machinists No. 68—Meet Wednesdays, Labor Temple.
Mailers—Meet 3rd Sunday, Labor Temple.
Marine Gasoline Engineers No. 471—Meet Thursdays, 10 Embarcadero.
Metal Polishers—Meet 1st and 3rd Mondays, Labor Temple.
Milk Wagon Drivers—Meet Wednesdays, Labor Temple.
Molders No. 164—Meet Tuesdays, Labor Temple.
Molders' Auxiliary—Meets 2nd and 4th Fridays, Labor Temple.
Moving Picture Operators, Local No. 162—Meet 2nd and 4th Thursdays, 10 a. m., 109 Jones.
Musicians—Headquarters, 68 Haight.
Office Employees—Meet 2nd and 4th Wednesdays, Labor Temple.
Painters No. 19—Meet Mondays, Building Trades Temple.
Pastemakers No. 10567—Meet Last Saturday at 442 Broadway.
Pattern Makers—Meet 2nd and 4th Friday nights, Labor Temple.
Photo Engravers No. 8—Meet 1st Monday, Labor Temple.
Photographic Workers—Druids' Hall, 44 Page.
Picture Frame Workers—Meet 1st and 3rd Fridays, Labor Temple.
Pile Drivers, Bridge and Structural Iron Workers—Meet Thursdays; headquarters, 457 Bryant.
Plasterers No. 66—Meet Mondays, Building Trades Temple.
Plumbers—Meet Fridays, Building Trades Temple.
Postoffice Clerks—Meet 4th Thursdays, Knights of Columbus Hall.
Printing Pressmen and Assistants No. 24—Meet 2nd Mondays, Labor Temple.
Professional Embalmers—3300 16th St.
Railroad Boilermakers—Meet 1st and 3d Fridays, Labor Temple.
Railroad Machinists—Meet 2d and 4th Thursdays, Labor Temple.
Railroad Steamfitters—Meet 3d Thursday, Labor Temple.
Retail Clerks No. 432—Meet 1st and 3rd Thursdays, 8 p. m., 150 Golden Gate Ave.
Retail Delivery Drivers—Meet 2nd and 4th Thursdays, Labor Temple.
Retail Shoe Clerks No. 410—Meet Tuesdays, 8 p. m., 273 Golden Gate Ave.
Riggers and Stevedores—Meet Mondays, 113 Stuart.
Sailors' Union of the Pacific—Meet Mondays, Maritime Hall Building, 59 Clay.
Sail Makers—Meet 1st Thursday at Labor Temple.

Sausage Makers—Meet 2nd and 4th Monday, Tiv. Hall, Albion Ave.
Sheet Metal Workers No. 95—Meet 2nd Thursdays, 224 Guerrero.
Sheet Metal Workers No. 104—Meet Fridays, 224 Guerrero.
Shipyard Laborers—Meet 1st and 3d Fridays, Labor Temple.
Sign and Pictorial Painters No. 510—Meet Fridays, Building Trades Temple.
Shoe Repairers—Meet 1st and 3rd Thursdays, Labor Temple.
Stable and Garage Employees—Meet 2nd and 4th Thursdays, Labor Temple.
Stationary Firemen—Meet 1st and 3d Tuesdays, Labor Temple.
Steam Engineers No. 64—Meet Tuesdays, Building Trades Temple.
Steam Shovel and Dredgemen No. 29—268 Market.
Steam Fitters No. 590—Meet 1st and 3rd Wednesdays, Labor Temple.
Stereotypers and Electrotypers—Meet 2nd Sunday, Labor Temple.
Street Railway Employees, Div. 518—Meet 2nd and 4th Thursdays, Labor Temple.
Sugar Workers—Meet 2nd and 4th Tuesdays, Labor Temple.
Tailors No. 80—Meet 2nd and 4th Mondays, Redmen's Hall, Golden Gate Avenue.
Teamsters No. 85—Meet Thursdays, 536 Bryant.
Teamsters No. 216—Meet Saturdays, Building Trades Temple.
Theatrical Employees—Meet 1st and 3rd Tuesdays, 11 a. m., 68 Haight.
Tobacco Workers—Meet 3rd Fridays, Building Trades Temple. Miss M. Kerrigan, Secretary, 290 Fremont.
Trackmen No. 687—Meet 2nd Tuesdays, Labor Temple.
Typographical No. 21—Meets 3rd Sunday, Labor Temple; headquarters, 701 Underwood Bldg.
United Glass Workers—Meet Wednesdays, Building Trades Temple.
United Laborers—Meet Tuesdays, Building Trades Temple.
United Leather Workers (Tanners)—Meet 1st and 3rd Wed., Mangles Hall, 24th and Folsom.
United Trunk, Bag and Suitcase Workers—Tiv. Hall, Albion Avenue.
Upholsterers—Meet Tuesdays, Labor Temple.
Waiters No. 30—Meet every Wednesday, 3 p. m., 828 Mission.
Water Workers—Meet 1st Monday, Labor Temple.
Waitresses—Meet Wednesdays, 1075 Mission.
Warehouse and Cereal Workers—Meet Tuesdays, 457 Bryant.
Watchmen—Meet 3rd Thursday, 8 p. m., Labor Temple. Emmet Counihan, 1610 Folsom.
Web Pressmen—Meet 4th Sunday, Labor Temple.

LABOR CLARION

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No. 52

Organized Labor's Argument

For the Maintenance of the Existing \$16.00 Per Week Minimum Wage for Women.

Submitted to the Industrial Welfare Commission of California by the California State Federation of Labor and the San Francisco Labor Council.

POINTS OF CONSIDERATION IN THE FIXING OF A MINIMUM WAGE FOR WOMEN AND MINORS.

AUTHORITY AND POWERS OF THE COMMISSION.

(a) As defined by the Minimum Wage Act.

Section 6 of the act prescribes that any minimum wage fixed for women and minors in an industry

"shall not be less than a wage adequate to supply to such women and minors the necessary cost of proper living and to maintain the health and welfare of such women and minors."

These provisions are mandatory and prohibitory, define the authority, powers and duties of the commission, delegated to it by the legislature to accomplish the purposes contemplated by the enactment of the law. A scrutiny of the language used shows that the legislature fixed the basis and limits for the fixing of a minimum wage. And pursuant to canons of interpretation of social and remedial legislation, a duty is imposed upon the commission to liberally interpret and carry out the provisions of the act.

The above definition of a legal minimum wage enforceable under the terms of the act, plainly indicates that the legislature appreciated and understood that a so-called "living wage," a wage merely sufficient in every case to supply the wants of women and minors with respect to physical subsistence and maintenance for the time of actual employment in an industry was not aimed at by the institution of this system of wage fixing, but by apt and specific words an intention was expressed that such legal minimum wage should also include necessary elements to "maintain the health and welfare" of such women.

It follows that a legal minimum wage under section 6 of the act is to be considered and established as a "proper living, health and welfare wage." Any wage fixed which does not reasonably fulfill the requirements of such term or definition is not a legal minimum wage as intended by the legislature or deducible from the language and requirements of the act.

The act does not direct the commission, like in some states, notably Massachusetts, to take into consideration the "financial conditions of business," including inter-state competition, surplus of labor supply, relief against unemployment, or other facts that might, in the ordinary course of business life, influence an employer or a wage board in the fixing of a wage rate.

It follows that arguments advanced by either employers or employees, based upon considerations of such facts and conditions, are beyond the authority and scope of the commission to weigh and consider in the fixing of a minimum wage. The only legitimate arguments that may be considered by the commission are such as contribute to throw light on the basic questions that enter

into determining the factors of a "proper living, health and welfare wage" as required under section 6 of the act.

(b) As intended by the legislature and ratified by the people of the state.

Under the Minimum Wage Amendment, Assembly Constitutional Amendment No. 90, proposed by the 1913 session and adopted by the electors Tuesday, November 3, 1914, the legislature is given practically unlimited discretion in delegating authority to the commission in fixing the minimum wage. Hence, the commission may with fullest assurance of legislative and popular support exercise the powers confided to it to their full extent.

The attitude and intention of the legislature, in passing the Minimum Wage Act of 1913 and proposing the Constitutional Amendment for ratification by the people, are best ascertained from the official argument submitted to the voters previous to the 1914 general election. It was written by Assemblyman W. A. Roberts, and establishes clearly what actuated the legislature in passing these two measures.

The document deplores the fact that "forty per cent of the women and girls employed in our great state receive less than \$9.00 per week;

Declares that "the most powerful reason for action at this time is to get the wage fixed before the opening of the Panama Canal, when the great horde of cheap labor will come to lower the California standard of living and tend to bring the American and native born down to living conditions entirely foreign to us and to the California ideal of necessary comfort; and

Defines the purpose of such legislation to be: to compel unfair employers to come up to the standard set by the commission after its investigations and place them in a position where they will be on the same competitive basis as the employers who are today giving their employees proper living and working conditions.

The legislature and the people, acting upon this reasoning, conferred upon the commission all powers requisite to carry these principles into effect in California. Is it unreasonable or unwarranted, in the face of the above declarations approved by the voters, to maintain that the commission has authority and power:

(1) To prohibit the employment of a single woman or minor at a wage less than \$9.00, regardless of any condition of lack of previous skill in the industry, trade or occupation.

(2) To establish a minimum comfort wage, as equivalent to a "proper living, health and welfare wage.

(3) To adopt the fair prevailing wage as the legal minimum wage; in other words, to prohibit unfair competition in the fixing of wages for women and minors.

(4) To disregard racial or other debasing conditions which may have a tendency to produce a lower standard of life than deemed proper for a native American or California woman or minor, the evident purpose being to establish a minimum wage sufficient to maintain a proper scale of living.

The foregoing principles are in the nature of promises made by the legislature and the people of California when instituting this system of wage

adjustment, and it follows that there is a solemn duty imposed upon the commission to fulfill the purposes and pledges thus made.

(c) As viewed by an enlightened public generally.

In a widely circulated press article issued by the National Civic Federation, released July 24, 1916, the chairman of the Minimum Wage Commission of that organization, Mr. J. Porter, president of the Shredded Wheat Company, Niagara Falls, N. Y., presents a resume of a report rendered by said commission, in which the following facts and principles are declared to underlie every minimum wage act:

"The arguments in favor of minimum wage legislation by those who may be taken as representing the public may be expressed in the following propositions:

"(1) wage boards recognize the impossibility of the individual worker dealing with the employer on equal terms.

"(2) The great mass of women workers, because of their youth and their brief tenure of industrial status, are unorganized and are likely to remain so.

"(3) As it is a distinct menace to the common weal that these women—prospective mothers of men—should work for sub-normal wages, the state is forced to take action."

The above propositions are merely the expression in different language, that of social and economic life, of the legal principle that an industry employing women and minors is affected with a public interest, and therefore subject to governmental regulation. They recognize indirectly the value of organization, such, for instance, as a labor organization, as an agency to enable the workers to deal with employers upon a basis of equality in fixing wages, conditions of labor, and other terms of the contract of employment. Thus what the railroad commission is doing for the people at large, or the labor organization is doing for its membership, it is the function of the Industrial Welfare Commission to do for women and minors employed in California industries.

In another part of the report, we read:

"Attention is called to the practical difficulties in connection with putting into force a minimum wage based on the cost of living, which has been the tendency. The question raised is that the comfort of one person is the necessities of others. For this there has been substituted a standard day's work in one industry in California. A fair day's pay for a fair day's work for the average worker in a given industry, it is concluded, should have consideration rather than the cost of living as the basis of determination."

We assume that the minimum wage referred to relates to that fixed for the fruit industry in California. In that case, however, the wage as fixed was a piece rate wage, and as far as we know was adopted by reason of the inequality in skill or efficiency on the part of the workers. The incident, however, suggests the propriety in any case for the commission to fix a minimum wage regardless of the cost of living as its sole basis, and so understood harmonizes with the requirements of section 6 of the Minimum Wage Act.

Another important observation in the fixing of a minimum wage, and to be kept in mind by a

state commission embarking upon such a task, is made in said report as follows:

"Another question is what guaranty have high-wage workers that they will not become low-wage workers in the first coming period of commercial stress."

This question will require more study by the commission than heretofore given it. It is hoped that for the future no minimum wage will be fixed so as to reduce the wages and conditions of those who are above the level fixed by law. To safeguard wages gained through increase of skill and efficiency, it is requisite, in our opinion, that the minimum wage rates for inexperienced workers be kept as near the line of the minimum wage as possible and that the number of apprentices or learners be kept at a low ratio as compared with experienced workers. At any rate, the legal minimum wage should be high enough to allow for slack of employment, and the rules of employment be such that, in commercially slack periods, the minimum is not reduced but rather the number of workers employed.

(d) As viewed by organized labor.

From a paper read by Paul Scharrenberg, secretary of the California State Federation of Labor, before the California State Conference of Social Agencies, held at Oakland, April 26, 1917, which paper summarizes the general attitude of organized labor in opposition to this kind of legislation, on the ground that it weakens the character and energies of the workers, if they put indolent trust in state action, to shape human institutions in the interest of mankind, we quote the following:

"The fundamental assumption, as labor understands it, underlying the proposition to establish by law a minimum wage for women, is that its purpose is to benefit and protect the woman employee against the possibility of exploitation at the hands of an employer, to put her on an equality with the employer in making a bargain for employment, and that the minimum thus fixed by law shall be the starting point from whence the bargaining shall proceed, thus eliminating the fact of competition for employment below the line thus fixed."

In a report to the 1913 convention of the American Federation of Labor, submitted by its executive council and approved by the convention, we read these excerpts:

"Through organization the wages of men can and will be maintained at a higher minimum than they would be if fixed by legal enactment . . . The principle . . . applies to women workers equally as to men. But the fact must be recognized that the organization of women workers constitute a separate and more difficult problem. They are, therefore, more easily exploited. They certainly are in a greater measure than are men entitled to the consideration of society. A fair standard of wages—a living wage for all employed in an industry should be the first consideration in production. An industry which denies to all its workers, and particularly denies to its women and minors who are toilers a living wage, is unfit and should not be permitted to exist."

The identical sentiments animated the progressives in the California legislature, who inaugurated the Minimum Wage Act, and it follows that insofar the commission acts upon them and does eliminate unsocial exploitation of women and minors in industry, it has the approval and support of organized labor as well as the founders of the act.

Dealing generally with the subject of wages and the cost of living, the 1921 convention of the American Federation of Labor indorsed a statement from its executive council, which may be applied equally well to the subject of a minimum wage and the cost of living. We quote:

"The American trade union movement believes that the lives of the working people should be made better with each passing day. The practice

of fixing wages solely on a basis of the cost of living is a violation of the whole philosophy of progress and civilization, and, furthermore, is a violation of sound economic theory and is utterly without logic or scientific support of any kind. What we find as a result of practice, so far as it has gone, is that there is a constant tendency under it to classify human beings and standardize classes, each class having a presumptive right to a given quantity of various commodities. . . . American industrial development has reached a point where it must give to the workers a consideration that goes beyond the bare essentials of sustaining life."

(e) As viewed by interests seeking to harmonize the conflicting interests of capital, labor and public.

From a report of the Section on Industrial Relations of the Commonwealth Club of California (See transactions for September, 1919) we quote the following conclusions formed by the section as to the matters to be considered in the fixing of a fair wage for labor in industry (no part of labor being excepted from said conclusions):

"(a) All wage determinations to be based on the family as the unit to be provided for.

"(b) All determinations to be sufficiently elastic to allow for abnormal and unforeseen changes in any of the factors taken into consideration.

"The following basic factors should be considered in arriving at a fair wage for labor:

"1. Cost of living, including generally the following main items:

"(a) Food.

"(b) Shelter, including furniture, utensils, etc.

"(c) Clothing and shoes.

"(d) Transportation.

"(e) Sundries.

"2. Education, including schooling, literature, church and other dues for membership in various organizations.

"3. Recreation and vacation.

"4. Provision against the common hazards of life, such as sickness, childbirth, unemployment, old age, death.

"5. Provision to meet extraordinary needs, or permitting savings.

"6. Nature of work and ability to serve."

In regard to this schedule, even if the self-dependent woman instead of the family be taken as the unit to be provided for, it is plain that it would not be fair or proper in fixing the minimum for such a woman to consider only the items coming under the term "cost of living." Many of the women restricted to the minimum wage have dependents, and are all subject to the common hazards of life, and it is therefore reasonable to require that the minimum wage under section 6 of the act should take into account such factors. In other words, it is reasonable to hold that the commission has authority to take many factors into consideration when fixing a minimum wage for women and minors designed to be not only a "proper living" wage, but also one for the maintenance of health and welfare.

From the foregoing enumeration of opinions from varied sources, there is practical unanimity of opinion that the minimum wage should not be based upon the mere cost of living. And we desire to say that to justify the minimum wage law, that is, to enable the commission to realize the hopes of those who favor this system and to meet, by results achieved, the objections of those who oppose it or doubt its value, it will be necessary for the commission to exercise its authority and powers to their full scope. Anything less will never eradicate the evils that the minimum wage was instituted to abolish.

STATISTICAL COMPARISONS.

After long and deliberate investigation and study the Industrial Welfare Commission of the state adopted on three different occasions a budget for a self-dependent experienced woman, on

which the subsequent wage determinations were based. These budgets are those of 1914, 1919 and 1920, which led to the establishment of the three successive legal minimum wages of \$10.00, \$13.50 and \$16.00, respectively.

A comparison of these budgets will bring out some striking results, and we call special attention to those regarding the cost or money allowances and the piece or quantity allowances for the several items in said budgets. Among the conclusions to be drawn from such comparisons are these:

(1) That, while it is true that the total cost or money allowance for each budget increased progressively from 1914 to 1920, the piece or quantity allowances in each new budget decreased, also progressively, for the said period.

This means that the standard deteriorated instead of being maintained or improved during said period.

(2) That the clothing allowances in the 1920 budget was both in money and in quantity allowances less than the 1919 budget.

As the 1920 budget and minimum wage were based on statistics brought up to June, 1920, and up to that time there were no statistical data indicating any decrease, but to the contrary a constant increase in the cost of clothing, both for the entire country, as well as California cities, the commission in thus arbitrarily reducing the clothing allowances in the 1920 budget lays itself open to the charge of deliberately reducing the standard set by itself in the former budgets.

In support of the above conclusions we present the following tabulations:

Table 1.

Budget Items.	Amount of money allowance less in the budget of 1920 than that of 1919.
Shoes	\$.50
Petticoats	1.50
Stockings50
Underwear	1.50
Dresses	1.50
Coat	1.50
Suit	13.00
Sweater75
Umbrella	1.50
Toilet Sundries	6.50
	\$28.75

Two new items were incorporated in the 1920 budget, which were not in the two previous budgets, namely the amount of \$2.50 for Repairing Shoes, and \$4.00 for Cleaning and Repairing Clothing, making a total of \$6.50. It is fair to put these items on the credit side, and therefore deduct said amount of \$6.50 from the amount \$28.75 found in Table 1. After such deduction, there remains the sum of \$22.25, which indicates the net decrease in money allowances for clothing in the 1920 budget as compared with 1919.

The piece or quantity allowances in the three budgets are compared in Table 2, which shows the accumulated loss in quantity for certain items arrived at in 1920.

W. D. Fennimore
J. W. Davis
A. R. Fennimore

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Table 2.

Budget of	1914	1919	1920	1920 Accumulated loss in quantity.
Shoes	3	3	2	1
Petticoats	3	3	1	1
Stockings	12	12	8	4
Dresses	2	1	1 1/2	1 1/2
Coat	1	1	1/2	1/2
Suit	1	1	1/2	1/2
Sweater	1	1	1/2	1/2
Umbrella	1	1	0	1

We will show by another table that when the budgets were made up and the minimum rates of wages corresponding to same were fixed, which occurred approximately in the middle or about June of the years 1914, 1919 and 1920, there was no statistical foundation for reducing the money allowances for clothing, as the turning point in the cost of clothing had not been reached, and there was statistical proof of the fact that the cost of clothing was still on the upgrade or higher than the allowance for clothing in the preceding budget.

In proof of this we present,

Table 3, U. S. Bureau of Labor Statistics.

Clothing. Per cent of increase from 1913 for the United States:

Dec. 1914	June 1919	Dec. 1919	June 1920	Dec. 1920	May 1921	Sept. 1921
1.0	114.5	168.7	187.5	158.5	122.6	92.1

Per cent of increase from December, 1914, for San Francisco:

Dec. 1914	June 1919	Dec. 1919	June 1920	Dec. 1920	May 1921	Sept. 1921
0.0	134.6	170.4	191.0	175.9	140.9	110.1

Per cent of increase from December, 1914, for Los Angeles:

Dec. 1914	June 1919	Dec. 1919	June 1920	Dec. 1920	May 1921	Sept. 1921
0.0	123.3	167.6	184.5	166.6	127.4	98.3

Another conclusion to be drawn from this table is that the Commission met the increased cost of clothing partly by reducing the standards previously set by it for many items in the budget.

In this connection we may be permitted to state that the \$10 minimum wage fixed by the Commission in 1914 was more acceptable to the people of this State than any minimum wage fixed afterwards. This, no doubt, is due to the greater length of time and the wider publicity of this rate while it was under discussion. As early as the summer of 1912, many influential women known as progressives contemplated to submit under the initiative a \$10 minimum wage law. They were dissuaded from the task only by the consideration that the next Legislature, that of 1913, would be sure to deal with the subject and in a more satisfactory manner than can at any time be secured under the initiative. Another factor is that the difference in the cost of living between 1912 and 1914 was too small to arouse any considerable sentiment holding the \$10 wage inadequate.

Under such conditions it is difficult to harmonize the position of the commission in 1914 with its position in 1919, when it not only reduced the standard budget of 1914 but also failed entirely to maintain the minimum wage at a rate proportionate with the increased cost of living. This attitude was still more emphasized at the

next minimum wage fixing in 1920. It follows, that the wage workers generally of the State are manifesting considerable anxiety as to the outcome of the present wage conferences. Evidently the Commission, being so long on the downward grade, must be aroused to the seriousness of the present situation, as it will have to determine whether or not it will continue in its present course or return to the standards set by it in its first years of existence, and restore to the women and minors of the State the protection from exploitation and the standard of living they enjoyed in the beginning of the minimum wage.

We desire to prove by the statistical data furnished by the United States Bureau of Labor Statistics that the Industrial Welfare Commission of California has failed signally in fixing and enforcing a minimum wage corresponding to the increased cost of living.

The U. S. cost of living statistics take 100 as the base for 1913. On the assumption that the \$10.00 minimum wage in 1914 was adequate, the same is increased at the same rate as the increase in the cost of living for the United States. The result is then compared with the minimum rates fixed by the commission, and the difference denotes the amount by which the actual wage received falls short of a proper minimum wage increased to correspond with the increased cost of living figures. (Reduce the M. W. under section 6 to the base of 1913.)

Table 4.

	Dec. 1914	June 1919	Dec. 1919	June 1920	Dec. 1920	May 1921	Sept. 1921
U. S. Cost of Living..	103	177.3	199.3	216.5	200.4	180.4	177.3
Proper M. W. Sec. 6..	\$10.00	\$17.21	\$19.35	\$21.02	\$19.41	\$17.51	\$17.21
Actual M. W.	10.00	13.50	13.50	16.00	16.00	16.00	16.00
Actual less than Proper M. W. Sec. 6..		3.71	5.85	5.02	3.41	1.51	1.21

We have no official figures on the cost of living for California as a unit, but the U. S. Bureau of Labor Statistics furnishes corresponding figures for California cities, San Francisco with Oakland, and Los Angeles. The basis of comparison is slightly different, being 100 for the year 1914 instead of for the year 1913. Thus the 3 per cent difference in the basis of comparisons need not be taken into account in the next tabulation, which makes comparisons with respect to these cost of living figures and the actual minimum established by the commission and what we term the proper minimum wage if allowed in direct proportion with the increased cost of living. In making the comparisons we have taken the lowest rate of cost of living increase for each date, so as to minimize the differences rather than appearing to exaggerate the same.

Table 5.

	June 1914	Dec. 1919	June 1920	Dec. 1920	May 1921	Sept. 1921
Cost of Living, in San Francisco and O..	100	165.6	187.8	196.0	185.1	166.7
Cost of Living, in Los Angeles	100	165.1	185.3	201.7	196.7	178.7
Proper M. W. Sec. 6..	\$10.00	\$16.51	\$18.53	\$19.60	\$18.51	\$16.67
Actual M. W.	\$10.00	\$13.50	\$13.50	\$16.00	\$16.00	\$16.00
Actual M. W. less than Proper M. W.		\$3.01	\$5.03	\$3.60	\$2.51	\$0.67

In the case of the higher of the above quoted cost of living figures, the differences between the Actual and the Proper Minimum wage are as follows:

\$ 3.06 \$ 5.28 \$ 4.17 \$ 3.67 \$ 1.87 \$ 1.68

Another interesting comparison is that based upon the wage increases granted to employees through the efforts of labor organizations, and the corresponding wage increases granted by the Commission, or as conforming proportionately to the said increases granted to labor organizations.

Statistics covering union rates of wages from 1913 to 1920 have been published by the U. S. Bureau of Labor Statistics, and with their aid, we may prepare a table as follows:

Table 6.

	1913	1914	1919	1920	May, 1921
Cost of Living, U. S.	100	103	199.3	216.5	180.4
Union wages	100	102	148.0	189.0	193.0
Proper M. W. at Union rate..	\$10.00	\$10.50	\$14.51	\$18.53	\$18.91
Actual M. W.		10.00	13.50	16.00	16.00
Actual M. W. less than the Proper M. W.			\$ 1.01	\$ 2.53	\$ 2.91

The result of the comparison shows that the California Industrial Welfare Commission failed in the two subsequent wage determinations to do as well for its clients or wards as the labor movement of the United States did for its membership.

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If we had sufficient data compiled as to local conditions, we believe we would be able to show that the local labor organizations, including those whose members are subject to the Commission's jurisdiction, surpassed the record made by the labor movement as a whole.

We note in this connection the circumstance that the Commission in several of its reports seems to take pride or credit in the fact that the legal minimum wage fixed by it has not become the actual maximum wage for the majority of the workers affected. This argument is as broad as it is long. Upon it may be based an entirely different conclusion, namely, that because of the low minimum set by the Commission for experienced workers, the employers generally recognized the fact and therefore did not avail themselves of the opportunity given them by the law to hold down the wages to the level of the legal minimum. Either conclusion is warranted by the fact stated, wherefore until sufficiently comprehensive data are at hand demonstrating beyond a doubt the correctness of the one or the other conclusion, no premature claim should be set up regarding same.

Further, while we acknowledge that the Commission from its inception honestly sought to "level up" and not merely "average" the basic minimum wage, it has permitted an error to grow up in its statistical conclusions. The data collected in 1914 and 1915 do not have a tendency to establish the basis for a proper living wage, for the reason that when gathered they reflected not the proper living and wage conditions of the workers in industry, but only the degree to which each individual worker had adjusted herself to the conditions then existing in industry, namely, unlimited and unregulated competition among employers as to exploitation of the employees. This error, which in the beginning was of small proportions, has been permitted to grow in magnitude owing to the failure of the Commission to maintain, as we have shown, the standards first set by it. In fact, instead of a leveling up of the legal minimum wage, we have found it to have been instead a "leveling down" thereof. This calls for a reversal of the engine, and it is sincerely hoped that the Commission will deem the time ripe now to rectify the said error.

Neglected Elements of Consideration.

In comparing statistical data and budgets established by the Commission from time to time, we note the omission of many important elements of consideration. Thus instead of a scientifically correct and reliable basis, we have had the benefit only of haphazard and unscientific experimentation.

While the Commission has gathered some facts which should be considered in the fixing of the legal minimum wage, it has totally neglected to take them into account.

Thus we find statistics as to women breadwinners with dependents, yet the Commission takes as the unit to be provided for only "the self-dependent woman."

While we agree with the Commission, with regard to the foregoing unit of consideration, that it would be inadvisable to establish various units to meet all the varying conditions, the unit decided on should, however, in our opinion, be treated with sufficient liberality to allow for the differing conditions of the individuals to be provided for. This can easily be done by incorporating in the budget an allowance for contingencies or insurance.

An element in the problem not sufficiently considered by the Commission is the fact that the said self-dependent woman, when "adrift" does not room and board with a family but is limited to the accommodations and prices current in restaurants, cafeterias, lodging and apartment houses. It follows that all cost of living figures based upon family budgets, retail prices, etc., must be taken with the proverbial grain of salt, that is,

allowance must be made for the differences due to the aforesaid fact. There is no scientific formula, so far as we know, that is available for the calculation of this disturbing factor. And the matter is important, inasmuch as the prices of these accommodations do not follow the trends presented by the cost of living or retail prices.

Another element of neglected consideration is of such broad but obscure significance that we only dare allude to same, notwithstanding the fact that scientifically it must have great influence upon the cost of living and minimum wage requirements of the workers. This element is taxation and the incidence of taxation. Generally it is only big business and the men who have just escaped from the alleged injuries of the excess profits tax, that take into consideration the burden of taxes when fixing prices, wages and dividends. Taxation enters into the problem of the minimum wage perhaps as much, if not more than it does into big business. The reason for this is, that the minimum wage ultimate consumer bears the burden of taxation shifted upon her all the way from the first to the last agency supplying her daily wants. Financial authorities all over the world unanimously affirm that for the next ten years the burden of taxation will continue unrelieved. This means the impossibility of deflating wages and retail prices for the same period. They cannot be reduced to normalcy, or to the 1913 level without creating an economic chaos, and resultant social upheavals.

Items Constituting a Proper Budget.

Room—We deem one room for each person should be the standard.

The (two in a room) standard adopted for the Washington, D. C., single clerical woman budget (Monthly Labor Review, January, 1920), called for \$180 a year for that item of the budget, or \$15 a person per month. In an investigation made a few weeks ago, there was found one room at that price, located at 1500 Steiner Street, the description stating "no heat, no hot water." At 1534 same street, there was a room, description "no heat, no hot water, clean" at \$18 per month. Another \$18-room was found at "Alta," 1126 Fillmore, description "good condition." Another room at \$20, description "semi-private, clean, public

kitchen." One room at 1163 Pine for \$21, description "hot water." One room and kitchenette, 1654-1656 Ellis, at \$22, description "poor condition, no rugs." One room at 1100 and one at 2500 Geary, at \$20, description "not fit to live in." One room and kitchenette, 1347 Golden Gate avenue, at \$24, description "clean, airy." One room and kitchenette, 907 Fell, at \$24. One room and kitchen, 1654-1656 Ellis, at \$28, description "fair condition." One room with housekeeping privileges, 1198 O'Farrell, at \$27. One room apartment, at "Luca," Polk and Bush, \$29, at the same place two-room apartment at \$35. One-room apartment, 2174 Bush, at \$40, description "clean, apartment house service." One furnished room for two, 1300-2500 Sutter, at \$30. Two rooms for housekeeping, 1715 Pacific, at \$35. Two furnished rooms at 172 Sixth Street, at \$30 and up.

At a recent conference of women representatives of labor organizations, it was the consensus

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of opinion that at the present time single women are paying from \$3.75 to \$5 per week for room rent.

We recommend for this item an allowance of \$4 per week, or for the year, \$208.

Board—After careful consideration of cafeteria prices and amounts spent for meals by single women, and to allow any **working woman to eat when hungry**, and to prevent the possibility of what the Commission reports on page 33 of its Second Biennial Report, we respectfully recommend an allowance of \$8 per week for this item, or for the year.....\$416.00

Shoes—On this and other items we recommend that the quantity allowance be restored at least to equal the 1914 budget, and therefore recommend 3 pairs, at \$7.20 average, or.....\$21.60

Corsets, 2 pairs 10.00

Petticoats, 3 at \$2.50 each..... 7.50

Stockings—Nothing cheaper than Bursen

Hose 5.00

Nightgowns, 3 at \$1.36 average..... 4.08

Underwear, 4 at \$1.50 average..... 6.00

Dresses, 2 (1 for party)..... 46.00

Aprons, 2 2.00

Coat, 1 35.00

Suit, 1 35.00

Sweater, 1 5.50

Hats, 2 15.00

Gloves, 2 pairs 5.20

Handkerchiefs, 12 at 15c..... 1.75

Kimona 3.00

Waists, 4 at \$2.50, one silk at \$6..... 16.00

Corset Waists, 3 at 75c..... 2.25

Umbrella 3.75

Rubbers 1.25

Neckwear 2.00

Repair of Clothing 6.00

Carefare 36.50

Sundries 15.00

Medical and Dental 40.00

Vacation 25.00

Amusements 20.00

Laundry 26.00

Literature (equivalent to one daily paper) 13.80

Church and Charity 15.00

Association dues 12.00

Insurance 15.00

Incidentals 26.00

Total.....\$1102.18

On a weekly basis, this budget calls for an allowance of \$21.20 a week.

Learners and Apprentices.

The allowance by the Commission of as high a number of learners and apprentices at 33⅓ per cent of the total number of employees, is in our judgment, unwarranted and highly detrimental to the interests of the employees, experienced workers as well as to the learners themselves.

Such a high percentage is never asked for or desired by employers in skilled trades. In fact, the education of learners or apprentices in such trades is regarded by such employers more as a burden to the employer than a particular benefit. Therefore, if the group of manufacturers and employers subject to the minimum wage act take an opposite view, it is reasonable to assume they are receiving special benefits from the employment of a large number of learners.

Among the benefits realized by employers under the extraordinarily liberal rules of the Commission, we think the facts justify the conclusions:

First: That it is cheaper for the employer to employ large numbers of learners at the rates of wages fixed by the Commission for learners, than if the employer used experienced workers at the legal minimum wage.

Second: That the employer escapes under the rules of the Commission from assuming any of the burdens imposed by the ordinary contract of apprenticeship, namely, the obligation to employ the apprentice continuously until he has completed his apprenticeship, and the obligation to

teach him the trade until he becomes efficient as a journeyman and is able to command the legal minimum wage.

The foregoing considerations point to the remedy for these two great evils fostered by the rules of the Commission. Such proposed remedies are: greater care in the formulation of the rules,

(a) As to the number of apprentices allowed.

(b) As to the period of learning and apprenticeship.

(c) As to the obligation of employer to employ and teach the learner the occupation until he becomes experienced.

The fact that large numbers of learners be permitted to be employed, and that they are able to perform profitably the same work as is performed by experienced workers, will inevitably, in slack periods, lead to unemployment among the experienced workers, while the demand for learners may remain normal. Thus, if this feature of the Commission's policy is retained, we may expect at no distant future to experience in California industries some of the great evils engendered in the English factory districts, when men were gradually displaced by women, and women in turn displaced by children.

We respectfully suggest that it is high time that the Commission study the subject matter carefully and take in time such legal precautions as will obviate the tendencies we have described and the lurking evils behind this demand of employers for a liberal allowance of learners without any other legal restrictions than the payment of a stipulated rate below the legal minimum wage.

Conclusion and Recommendations.

We could expand this brief survey of the subject matter if we were allowed to present statistics as to profits realized by employers in California industries, but we think that any considerations or conclusions derived from such statistics are barred by the minimum wage act, and have no function in this discussion as to what is a legal proper living, health and welfare wage for women and minors in California industries.

Accordingly, we most respectfully submit to the Commission conclusions and recommendations as follows:

(1) That the Commission at once reject the application of the employers to reduce the legal minimum wage fixed in 1920.

(2) That the Commission undertake to fix a minimum standard quantity budget, as a basis for future determinations of the legal minimum wage.

(3) That such minimum standards be gradually increased to conform with the growth of the State in population, industry and wealth.

(4) That among the new elements of consideration to be allowed for in a standard budget, be included the following:

(a) Having dependents.

(b) Irregularity of employment.

(3) Common hazards of life, such as sickness, accident, marriage, motherhood, charity, death.

(d) Education and training.

(e) Increased allowance for incidentals.

Respectfully submitted,

CALIFORNIA STATE FEDERATION
OF LABOR

By Seth R. Brown, President; Paul Scharrenberg, Secretary.

SAN FRANCISCO LABOR COUNCIL,

By Wm. T. Bonsor, President; Jno. A. O'Connell, Secretary.

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FRIDAY, JANUARY 27, 1922.

Far dearer the grave or the prison
Illumined by one patriot name
Than the trophies of all who have risen
On Liberty's ruins to fame.

—Moore.

The fellow who says the place for the treasury
of a union is in the pockets of the membership
usually has no pockets and the union that de-
pended upon him for support in the hour of need
would soon be buried in the potter's field.

As a result of the Newberry case many new
schemes are being developed to prevent the
United States Senate from continuing to be a
millionaires' club. A bill has been introduced into
the House by Representative Cabel of Ohio, mak-
ing it a criminal offense for a person to spend any
money for election expenses without the candi-
date's written consent. By this bill the amount
that can be spent for a candidate is limited to
three cents per vote for the number of votes cast
for all candidates at the last general election for
the office sought.

An employer says: "What is the matter with
laboring men. Work, work, work, is the glory
of the world, the one thing that, more than any
other, makes life really worth living, yet they are
always whining about their lot." We can readily
agree with this man that work, work, work is the
glory of the world and that it would not be well
for humanity, as at present constituted, to be
without work. This, however, does not mean that
one man should toil incessantly and another man
enjoy the benefits flowing from his labor, and
this is just where the aforesaid employer goes
wrong. The laboring people do not complain
about working. Did he ever hear of men striking
because they did not want to work, or because
the work was too hard? Surely not. The work-
ers strike to prevent other men from reaping the
proceeds of their toil. They object to other men
taking more than an honest share of the products
of joint production, and no honest man will com-
plain about such action. The fellow who gives
expression to such language as that quoted above
is simply endeavoring to gain an unfair advantage
through the instrumentality of deception, but his
work is too crude. No one not a fool could be
misled by such absurd palaver.

Wages and Material

According to information gathered by the United States Department of Labor
through the Bureau of Labor Statistics, building material prices increased during
the month of December six points, or from 197 to 203.

An investigation on the Pacific Coast by officers of the International Timber
Workers' Union shows that on twelve important lumber items the average whole-
sale price, f. o. b. mills, was \$36.91, or an average increase in price of \$8.35, 29 per
cent. Reports from the East and South show corresponding increases in price and
brisk activity in all fields of production.

Wages of the workers in the industry have been reduced on the average from
43 to 50 per cent in spite of the rising market and the great demand for the
material.

The wages of building trades mechanics are being cut and slashed all over
the country, and the general public has applauded the action of employers in the
hope that the benefit would be passed on to the consumer of the product, but the
happiness over the situation is vanishing as it daily becomes more apparent to the
dear people that the loss of the worker does not mean a gain for that rather indefi-
nite element known as the public.

Many citizens who smiled broadly as they received the news of large reductions
of wages in the timber regions and among building mechanics are now wearing
long faces since they realize that the change in affairs only meant that money was
to be subtracted from the meager stipend of the worker and turned into the already
bulging coffers of big business.

The public is now and will continue to be gouged by high prices, the worker
is being gouged by low wages, and both are regarded as legitimate plunder by the
material lords and their financial allies.

On every hand the same tactics are being pursued by the manipulators of
finance who have succeeded in misleading many well-meaning people through the
circulation of their vicious propaganda. If the worker offers objection to reduc-
tions in wages that are not warranted by conditions as he finds them, he is at once
accused of being greedy, unfair and a positive hindrance to industrial revival.
The people are told, and, strange as it may seem, many of them believe, that the
workers are responsible for present sluggishness throughout the country owing
to the fact that they fight against reduced wages. The slogan is kept going that
there can be no return to "normalcy" until the toilers consent to one slash after
another in their daily wage.

It has always been the rule that when sacrifices are to be made in the indus-
trial and commercial world the workers are called upon to bear the burden of them,
and so common has this scheme of things become that there are many honest per-
sons who believe it is right because it has always been thus. They seem to think
that it is really a glorious thing to be permitted to toil for the enrichment of others,
and that is just the condition that exists in the building industry. The workers
are accepting reductions in pay and the employers are pocketing the proceeds while
the long-suffering public stands by and applauds the performance.

There are indications, however, that the so-called general public is beginning
to sense the facts of the situation and to appreciate what they mean. This would
lead to the conclusion that there is a better day coming, though it is not riding a
very fast horse and will be somewhat belated in its arrival at the goal of concrete
results. Meantime the profiteer is perched high.

Swindle, swindle, swindle. There is no limitation or boundary line in the code
of the modern swindler, and there will be none until such time as the people take
a firm hold upon affairs and see to it that something resembling honesty is estab-
lished in commercial and industrial affairs.

FLUCTUATING SENTIMENTS

If some of the manufacturers of this State who are clamoring for a reduction of the minimum wage for women and minors were compelled to live upon what they desire to pay their workers they would soon discover the impossibility of their position, and it seems that nothing short of such an experiment will convince them of the error of their way. It might, therefore, be a good idea for the members of the Industrial Welfare Commission to inform them that until they had demonstrated the practicability of their plan no change would be made in the present wage rate. If that were done there would be no downward grading and the minimum might be hoisted considerably higher.

The estimates for next year's appropriations, submitted to Congress by the President through the new budget director, contemplates no appreciable decrease in army and navy expenditures. This report of the budget went to Congress December 5, with the Disarmament Conference in session, yet it seeks a continuance of military appropriations upon practically the old basis. For the present fiscal year the army had \$388,536,062.41. The amount President Harding now asks Congress to appropriate for the War Department next year is \$360,500,923.47. This year the navy had \$425,848,079.37. For next year the administration asks that the Navy Department be given \$425,952,367.13. There is an actual increase in what is sought for the navy. The army estimate is about twenty millions less, which can be accounted for largely in the decreased cost of clothing, food and supplies. A most significant indication of what our future military activities may be is found in the section of this budget dealing with the Chemical Warfare Service. For "gases or other toxic substances," etc., Congress is now asked to appropriate \$1,500,000, a hundred and fifty thousand more than the same service had this year. "Preparation" is also emphasized through an extra four million sought for the National Guard.

The new issue of Treasury Savings Certificates, which was placed on sale on December 15 last, has aroused much favorable comment. These certificates, which mature in five years and sell at the rate of \$80 for \$100 maturity value, are offered in three denominations—\$25, \$100, and \$1000—and every certificate is registered in the name of the purchaser as a protection against loss in case of fire, theft, or other unavoidable agency. If the certificates are held to maturity, they yield interest at the rate of 4½ per cent compounded semi-annually. If redeemed before maturity, they yield interest at the rate of about 3½ per cent, compounded semi-annually. Any person, firm, or corporation, or every member of a family, firm, or corporation may hold \$5000 maturity value of certificates issued in any calendar year. "This investment," says the Providence (R. I.) Journal, "is the only one which is absolutely secured against depreciation. The certificates are not negotiable, and the Treasury always stands ready to redeem them at cost and accrued interest. The Treasury will have early use for the money derived from this offering, since some \$600,000,000 worth of outstanding savings stamps fall due on the 1st of January, 1923. With a refunding operation in view, the old stamps will be accepted in exchange for the new issue. And the latter's increased interest rate is an invitation to carry the previous investment along."

WIT AT RANDOM

"Rastus, what's all dis heah diplomacy stuff dat uh heah's 'bout?" "Don't yuh know—well, it am pow'ful hard t' explain, but it am dis way—'member wen ah was a bell hop in de hotel? Well, one night ah bus't into a room without knockin'. Lawd, but ah was par'lized 'cause dar am a lady sittin' in a tub washin'. Niggah, ah backs out o' dat room sayin', 'scuse me suh-h! 'scuse me, suh!' Dat's diplomacy."

"Yes," said the specialist, as he stood at the bedside of the sick purchasing agent, "I can cure you."

"What will it cost?" asked the sick man, faintly. "Ninety-five dollars."

"You'll have to shade your price a little," replied the purchasing agent. "I have a better bid from the undertaker."—N. Y. Tribune.

A negro employed at one of the movie studios in Los Angeles was drafted by a director to do a novel comedy scene with a lion.

"You get into this bed," ordered the director, "and we'll bring the lion in and put him in bed with you. It will be a scream."

"Put a lion in bed with me!" yelled the negro. "No sah! Not a'tall! I quits right here and now."

"But," protested the director, "this lion won't hurt you. This lion was brought up on milk."

"So was I brung up on milk," wailed the negro, "but I eats meat now."

"What?" exclaimed the motorish, who had run over a farmer's toe, "you want \$500 for a crushed foot? Nonsense! I'm no millionaire."

"Perhaps not," cried the suffering farmer; "and I'm no centipede, either."

Big Man in Audience (turning round)—Can't you see anything?

Little Man (pathetically)—Can't see a streak of the stage.

Big Man (sarcastically)—Why, then, I'll tell you what to do. You keep your eyes on me and laugh when I do.—Pearson's Weekly (London).

Coal Merchant (anxiously)—Hold on. That load hasn't been weighed. It looks to me a trifle large for a ton.

Driver—"Taint intended for a ton. It's two tons."

Coal Merchant—All right. Go ahead.

Violet, aged ten, had been allowed to sit at the table at a big dinner given by her mother, with the stipulation that she was not to speak except to answer questions asked by the guests. She kept her promise until the arrival of some alluring candied fruits.

"Mother," she cried, "if you'll tell me where you got that I'll never speak another word as long as I live."

Master—How do the dogs like the new food, John?

John—They don't seem to take very kindly to it, sir.

Master—How do you account for that, John?

John—Well, you see, sir, it says on the packet that "dogs will eat with avidity," and they never sent none of that; but I'll try 'em again as soon as I gets the other packet to mix it with.

"Are you of the opinion, James," asked a slim-looking man of his companion, "that Dr. Smith's medicine does any good?"

"Not unless you follow the directions."

"What are the directions?"

"Keep the bottle tightly corked."

MISCELLANEOUS

THE TYRANT'S DEN.

By Geo. H. Madin.

So you've set the women's wages

Down to the starvation price,

Well I see naught grand about it,

Though, no doubt, you'll think it nice;

You'll be suited, very likely,

Knowing the power you hold today;

But be careful what you are doing,

Knavery's seldom known to pay.

Business, is it? Well, it may be,

But it's of a shady sort;

Causing many folk to suffer

While you smile and call it sport,

Scorning every upright action,

Greed it is, that lures you on;

Find one honest in this country,

That can side with what you've done.

You that want to wrench vast profits

Out of the folk you have on hand;

What can make you be so selfish

When you've wealth at your command?

When you think of the game you're playing,

Just look around and note the cost;

Think of the starving folk, now idle,

Think of the wages being lost.

Look at the host of willing workers

Tramping the streets from day to day;

Life, at best, they find a struggle,

Yet you help to cloud their way.

Do you think you're doing justice

To your poorer fellow man?

Honesty has no place within you,

"Justice throttled," is your great plan.

This is called a Christian country,—

Are you reckoned with the lot?

Deeds like yours stain history's pages

With an everlasting blot.

Very like you've the impression

That you're doing something brave;

You forget what the maxim tells us—

"Only a fool can be a knave!"

LABOR COUNCIL.

The annual election of officers of the Labor Council will be held tonight, the polls to be open from 7:15 to 9:30 o'clock.

The election will be in charge of the following judges and tellers: Judges, Thomas Riley, George Cullen, P. McGowan, Emil Buehrer, G. Magnuson; tellers, Julius Hammerschlag, George Flatley, Harry Morrison, T. P. Garrity, Hugo Ernst, W. G. Desepte, W. J. Wilkinson, Dennis Foley, Nonie Cordes, William Corcoran.

The candidates for the various offices and committees are: President, George S. Hollis; vice-president, William P. Stanton and Frank Ferguson; secretary, John A. O'Connell; financial secretary, J. J. McTiernan; sergeant-at-arms, Patrick O'Brien; executive committee, William T. Bon-sor, Mary Everson, Kate McCarthy, Henry Boyen, James Coulsting, John C. Daley, F. J. Ferguson, William Granfield, David Hardy, Geo. Knell, Patrick O'Brien, James E. Wilson, A. J. Rogers, Thomas Sheehan, Ben Brundage, J. Schlusel, John D. Sullivan, William Turner, J. J. Matheson; organizing committee, John O. Walsh, Mary Everson, Frank O'Brien, Minnie Andrews, Ben Brundage, George Bowns, Walter Hancock, Anthony Noriega, A. P. Less, Joseph DePool, May McCullough, John Mooney; directors of Labor Clarion, M. E. Decker, George S. Hollis, J. J. McTiernan, John A. O'Connell, John O. Walsh, Selig Schulberg; trustees, George Knell, Charles Childs, J. W. Spencer; law and legislative committee, Roe H. Baker, Emil Buehrer, Henry Heidelberg, John D. Hynes, Roland M. Roche, Theodore Johnson, George Bowns.

TYPOGRAPHICAL TOPICS

John H. Talt died at the home of his son, 867 Cedar street, Alameda, on the 23d of this month at the advanced age of 76 years. Mr. Talt was a veteran member of the Typographical Union, he having held continuous membership in No. 21 since June, 1908. Previous to that date his card had been on deposit with this union a number of times. Mr. Talt was born in Baltimore, Md., and was the husband of the late Anna M. Talt and father of Joseph V., John B., James M., Frances E., Daniel H. Talt and Mrs. Anna A. Bancom. His funeral services were held last Thursday at St. Joseph's Church, Alameda, where a requiem high mass was celebrated for the repose of his soul. Interment of his body was in St. Mary's Cemetery, Oakland. News of Mr. Talt's demise was received with extreme sorrow by all his acquaintances, especially those of the older generation of printers, by whom he was held in the highest esteem.

John R. Gibson drew his traveling card last Wednesday and returned to Sacramento. "Genial John" came to San Francisco from the capital city some months ago.

The Allied Printing Trades Club has vacated the rooms in the Kamm building, 717 Market street, which it called "home" for many years, and is now comfortably esconced in more palatial quarters on the third floor of the building at 149 Mason street. The new location of the club, which may not be quite so convenient to the majority of its members because of its distance from the city's printing district, is much more attractive than the one it just gave up, and no loss of popularity and patronage because of the removal is anticipated by its officers. Announcement of a housewarming may be expected soon.

The next meeting of the San Francisco Bay Club of Printing House Craftsmen will be a "humdinger." Nobody, outside of a few of the bandits, knows what is going to happen, but it will be something, "and then some." An invitation is extended to all printing trades craftsmen who are not members of the club to attend this —(?). The performance will start promptly at 7:45 p. m. and close—whether it is finished or not—at 9:45. The Commercial Club's quarters, thirteenth floor of the Merchants' Exchange building, 465 California street, is the place; Monday, February 6, is the date. Incidentally, any craftsman—compositor, pressman, bookbinder, engraver, etc.—who wants to may join. The entrance fee is \$2 and dues \$1 per month. All who join the club are sure of getting their money's worth in return. The entrance fee will soon be boosted, perhaps to \$5.

A report comes from a reliable source that George (alias Joe) Milligan, also known as "The Hoot Mon," California state tourist, has acquired an interest in the Marysville Democrat and has decided to settle down, never more to roam. Cause: A matrimonial venture! Congratulations, "Joe."

There are many printers in San Francisco who will be pained to learn that Leonard H. Whitty and H. C. Ross, members of Seattle Typographical Union No. 202, have been obliged to take up residence at the Union Printers Home because of impaired health. They entered that haven January 3d. It is reported that Mr. Ross is in an almost helpless condition. Ross was a popular member of Seattle Union, having served at different times as its president and secretary. He is also well known in the Middle West. He joined the I. T. U. in Evansville, Ind., in 1882. From Evansville he went to Chicago, where he remained a few years, then proceeded to St. Louis. He left the Missouri metropolis in 1909 and went to Seattle, where he lived until he was admitted to the Home. Mr. Whitty is also a former presi-

dent of Seattle Union. He joined Fort Worth (Texas) Typographical Union thirty-eight years ago, and has been a continuous member of the I. T. U. since his initiation. Whitty has worked in nearly every city of importance in the United States and has attended many conventions of the I. T. U. He went to Alaska in 1898 with a party from St. Paul, Minn., and located a number of claims in the Copper River country. In company with William Nash of San Francisco and George Ulmer he started the Juneau Despatch. Mr. Whitty left Juneau in 1900 and went to Seattle, where he was employed on the Times up to the time of his departure for the Home. All the San Francisco friends of these gentlemen are hoping their sojourn at the Home will speedily and materially benefit their health.

According to a letter received in this city recently, "Major" Walter J. Hemby, who is well known all over the United States as a tourist printer, is now residing in Butte, Mont., enjoying the best of health and, incidentally, the I. T. U. and local pensions. The "major" received his military title in the '80s on the Missouri River, when society among printers was all the rage, and it was bestowed upon him by a kind-hearted Kansas City (Mo.) lady on account of his military poise and Chesterfieldian manners. In 1918 the "major" was a resident of the Union Printers Home at Colorado Springs. He was a sufferer from a nasal trouble which the Home's medical staff diagnosed as an incurable cancer, and he was compelled to vacate the Home, but it is pleasing to note that the physicians were mistaken in their diagnosis, and that the "major" is himself again.

E. H. Bobbitt, a member of Typographical Union No. 21 who has been connected with the San Francisco office of the American Type Foundry for the last ten years, will leave tomorrow for Long Beach, Cal., where he will enter the printing business with R. A. Watkins, who is also a practical printer and a member of the Typographical Union. Mr. Bobbitt came to San Francisco in 1906 and has devoted nine of the intervening sixteen years to committee work of the union, having served three years on the apprentice committee and six years on the membership committee. While in the service of the American Type Foundry he was superintendent of the News Union. Messrs. Bobbitt and Watkins have taken over the property of the Lithgow Company, a plant equipped with a cylinder press, four platens, a linotype machine and a large assortment of the most up-to-date type. Mrs. Bobbitt will continue to reside in San Francisco until the two Bobbitt children, E. H. Jr., who is taking a civil engineering course in a local college, and Miss Virginia Bobbitt, a student in the Girls High School, complete their education. Frank Ernest will fill the position with the American Type Foundry left by Mr. Bobbitt. With two such capable printers at the helm of the well-equipped plant they have acquired, the success of Messrs. Bobbitt and Watkins would seem assured, especially in a growing city like Long Beach.

H. J. Kirk and L. H. Hendricks have returned to San Francisco from Honolulu, whence they went last October. They arrived here on the steamship Sonoma last Wednesday, and report conditions in the big town of the islands as being very bad, and advise union men to keep away from there. The management of the Paradise of the Pacific, after having signed an agreement with the union to observe the forty-four-hour work week without any reduction in pay, suddenly laid off all their union men without any notice and installed a crew of non-unionists imported from Los Angeles. At the time Messrs. Kirk and Hendricks left Honolulu the unionists who had been so unceremoniously turned loose by the management of the Paradise of the Pacific were receiving strike benefits from the I. T. U. A Mr. Malone, according to Kirk and Hendricks, had sued the Paradise of the Pacific for three days' wages due

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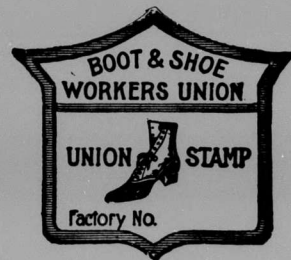


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Collis Lovely, General President
Chas. L. Baine, General Secretary-Treasurer

him when he was laid off. The manager of the publication was arrested and released on bond. When the case came to trial the defendant's attorney admitted there was no defense, and a verdict favorable to Mr. Malone was given. The plea of the owners of the Paradise of the Pacific was that Mr. Malone owed them an amount on his ocean passage money to Honolulu which had been advanced him by them. The secretary of Honolulu Typographical Union No. 37 was laid off on account of "slackness of business" on the Advertiser on January 14, and is expected back in the States soon. Kirk and Hendricks say there are now a majority of non-union printers in Honolulu, counting natives, non-union white men and men who have ratted on the union. They also state that there never was a contract signed between the newspapers and job offices and the Typographical Union, a condition of affairs which should have been remedied years ago, but which probably never will be adjusted as long as present practices are countenanced. The cost of living in Honolulu, Hendricks and Kirk aver, is much higher than it is in San Francisco. They add that nearly every business in the island metropolis is conducted by Japanese and other Orientals. The returned typographical men say many printers leaving for Honolulu are sent through the Mergenthaler Company, which obtains men under various agreements as to length of their stay in the islands, some for six months and others for a year, on condition that they be refunded the cost of return transportation to the mainland. The scale of wages for union men in Honolulu is from \$25 to \$85 per week. The printer is dumped into Honolulu thinking the particular agreement he understands to prevail there is uniform. He is quickly disillusioned. Then the trouble begins. He has to make the best bargain he can with the powers that be, be a good dog or get out. Mr. Hendricks and Mr. Kirk, the latter of whom was president of Nr. 37, discovered on their arrival in Honolulu that other union printers were receiving \$46 per week and all previous agreements had been for six months. They succeeded in getting a raise to \$46 from \$44, but failed to get a six months' agreement, so exercised the good old American privilege of quitting if one does not like conditions on any job. Honolulu, according to Hendricks and Kirk, is a beautiful vacation ground for the wealthy, but should be discreetly avoided by men obliged to toil for a living.

BRICKLAYERS' PRESIDENT.

William J. Bowen, president of the International Union of Bricklayers, Masons and Plasterers, arrived in San Francisco from the East Tuesday and addressed a meeting of Bricklayers' Union No. 7. Bowen says his organization has a paid-up membership of more than 125,000 and is in a prosperous condition.

Bowen will spend a week in San Francisco and will then tour California with Joseph P. Duffy, a vice-president of the International Union.



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CHILDREN NEED PROTECTION.

Physical examinations on application for work permits do not furnish adequate health protection to employed children, said Dr. H. H. Mitchell of the National Child Labor Committee in a statement urging that Child Labor Day be observed throughout the country. Saturday, January 28, has been designated by the National Child Labor Committee for observance in synagogues; Sunday, January 29, in churches and Sunday schools, and Monday in public schools, civic clubs, etc.

Dr. Mitchell advocated giving health services to young workers through the continuation schools that have been established in a number of states. He reported some of the findings obtained in a recent study of health conditions among 1200 working children attending the continuation schools of Newark, N. J. Malnutrition was found in six per cent of the boys and nine per cent of the girls. Among the boys with defective vision on first going to work, 68.6 per cent cases had grown worse, while among the girls 57 per cent cases had grown worse. Among the children who had gone to work with no dental defect, 50.9 per cent of the girls were found to have defects at the time of Dr. Mitchell's examinations. Dr. Mitchell found that 5.1 per cent of all the boys and 12.6 per cent of all the girls had tonsillar diseases or defects that required attention, while 3.9 per cent of the boys and 5.4 per cent of the girls had some organic heart condition which should have been under the observation of a physician.

Dr. Mitchell said that only 20 states require a physician's certificate of physical fitness before issuance of a work permit and no state provides for any form of health service after the child goes to work. He advocated a system in which the working child would have periodical physical examinations, with the follow-up service of a public-health nurse. The system would include medical vocational guidance, instruction in industrial hygiene and safety, training in health habits and opportunities for wholesome athletics and recreation.

ORPHEUM.

William Gaxton is a light comedian of tried and true quality. He has been successful on both the vaudeville and the legitimate stage, and in both cases with full measure. His performance in "Kisses," a one-act whimsicality, is a delight. When Douglas Fairbanks left vaudeville for the movies, it was William Gaxton who replaced him in the principal role of "A Regular Businessman." Gaxton, by the way, is a native of San Francisco.

The elite of sister dancing acts, Madeline and Dorothy Cameron, are co-headliners with Wm. Gaxton next week. With the assistance of Grant McKay at the piano, the Cameron Sisters present one of the most striking offerings of the season. Both are exceedingly beautiful and their costumes are of rare designing, a factor that has always featured their work. In one of their numbers their frocks are made with tight bodies of white silk jersey, low cut front and back, with topped skirts of jet beads and squares of white.

Al Lydell and Carleton Macy are both exceptionally clever character comedians. Each has delineated a characterization with conspicuous success in various skits and plays, but until now they have never appeared together. They are playing a little comedy called "Old Cronies."

For several years Dane Claudius and Lillian Scarlet have been away from the varieties. During this period they were features of "Happy Days." They are now back in vaudeville offering a new version of their old idea. This they call "The Call of the Sixties."

Al Wohlman is a graduate of the college of foolery. He is a twentieth century monologist who, instead of making a few people laugh, makes everybody laugh. His songs and stories are a volley of laughs.

The Five Avalons are wizards of the double

wires. They introduce a variety of difficult feats at lightning speed and go from one hair-raising stunt to another with scarcely room for a breath between. They are jazz athletes. They dance and play and sing and skip about over the tiny wires with as much assurance as if on solid ground.

Remaining to delight their audiences for a second week Eddie Buzzell & Co. in "A Man of Affairs" and Nat Nazarro with Buck and Bubbles in their delightful comedy will round out what augurs to be an exceptional Orpheum bill.

TO ORGANIZE AT RICHMOND.

Present indications are that steps will be taken in the near future to organize a local union of laundry workers for Richmond.

For years the local laundry workers were organized and till recently were members of the Oakland local. But several months ago the Oakland local sent back its charter on account of differences with the administration in charge of the international.

At that time a number of the Richmond laundry workers transferred to the San Francisco local but the difficulty of attending meetings there is a serious obstacle.

To consider these drawbacks a committee from the San Francisco local met with the Central Labor Council of Contra Costa County last Wednesday night. This committee consisted of four members, including D. J. Gorman, president; Anna Brown, secretary; Charles Hawley, business agent, and Edward Flatley.

As a result of the discussion and acting on the recommendation of the officers of the San Francisco Laundry Workers' Union it was decided to call a meeting of the Richmond laundry workers in the near future for the purpose of considering the advisability of establishing a separate local for Richmond.

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SAN FRANCISCO LABOR COUNCIL

Synopsis of Minutes of Regular Meeting Held January 20, 1922.

Meeting called to order at 8:15 p. m. by President Bonsor.

Roll Call of Officers—All present.

Reading Minutes—Minutes of the previous meeting approved as printed in the Labor Clarion.

Credentials—From Cooks No. 44—Emil Buehrer, John Troxel, Jos. DePool, A. N. Oliver, Arthur Dodge, C. C. Haugaard, Chris Swensen, Bernard Schiff, Rudolph Wartenberg, John B. Held. Musicians No. 6—J. J. Matheson. Teamsters No. 85—John A. O'Connell, Michael Casey, Ambrose Milton, Tim Ryan, Frank Walsh, Frank Bailey, John P. McLaughlin, A. E. Otts, John E. Sweart, James E. Wilson. Sausage Makers—George Link. Sailors—Paul Scharrenberg, George Larsen, E. A. Erickson, John Pearson, O. H. Grenne, H. J. Thompson, S. A. Silver, George Douglas, James M. Moore, R. Ingwarden. Milk Wagon Drivers—J. J. Rusk, R. H. Stewart, M. E. Decker, F. J. McGovern, S. Mills, Nick Wegner. Typographical—Thomas E. Cordes, L. Hirschberg, Joseph Phillis, vice Harry Johnston, John Neely, Benj. Schonhoff. Metal Polishers—Bert Amiss, Francis Ferrer. Waiters—C. F. Welsh, vice Carl Helbig. Delegates seated.

Communications—Filed—From the Department of Commerce, acknowledging receipt of resolutions relative to the manning of vessels. From the Central Labor Council of Los Angeles, relative to endorsing resolutions protesting against the reduction of the minimum wage for women and minors in California. From Delegate Roche, withdrawing as candidate for vice-president. Minutes of the Waterfront Federation.

Referred to Executive Committee—From the Local Joint Board of Culinary Workers, requesting a boycott on the following restaurants: Kyne's Garden, 149 Ellis; Olympic Lunch, Washington and Battery; Windmill, 218 Kearny; Winchester, Third street; Tex, on Third street.

Referred to Organizing Committee—Application for affiliation from Elevator Operators' Local No. 48.

Referred to Label Section—From Poughkeepsie Trade and Labor Council, with reference to the unfair Dutchess Manufacturing Company.

Referred to Labor Clarion—From Janitors' Union No. 9, enclosing copy of letter sent to the Industrial Welfare Commission protesting against the reduction of the minimum wage for women and minors. Report of Trustees. Copy of resolutions indorsed by Waiters' Union, protesting against the reduction of the minimum wage for women and minors, and against permitting employers in the industry to charge for board.

Report of the Executive Committee—In the matter of the controversy between the Grocery Clerks and the Harris Breadshop, the matter was laid over for the purpose of bringing about a conference to have the controversy adjusted. Committee recommended that the communication from Musicians' Union, relative to the Granada Club holding dances with non-music be filed, as the matter had been adjusted. On the motion to refer the question of aiding famine-stricken Russia, committee recommended that affiliated unions be requested to make donations for the purpose and send same through the Council, the Secretary to forward the moneys to the American Federation of Labor with the request to transmit it to proper authorities. Report concurred in.

Reports of Unions—Sailors—Shipowners want a subsidy form of government to operate ships now involved in dealing with the shipping board American sailors quitting American ships by reason of reduction of wages. Bakery Wagon Drivers—Requested all delegates to notify the union of any member patronizing unfair places. Cigar

Makers—Cigar known as Miss California is unfair; business dull; requested a demand for the union label when purchasing cigars. Bottle Blowers—Will carry on campaign to exclude ware made by Japanese; requested delegates to patronize home industry.

Label Section—Requested all unions to send delegates to the Section; requested a demand for the union label, card and button when making purchases.

Nominations of Officers—President, George S. Hollis; vice-president, Wm. P. Stanton, Frank Ferguson; secretary, John A. O'Connell; financial secretary-treasurer, J. J. McTiernan; sergeant-at-arms, P. O'Brien; trustees, Chas. Childs, George Knell, J. W. Spencer; executive committee, Henry Boyen, James Coulsting, Mary Everson, F. J. Ferguson, Wm. Granfield, David Hardy, George Knell, Patrick O'Brien, James E. Wilson, A. J. Rogers, Wm. T. Bonsor, Kate McCarthy, Thomas Sheehan, Ben Brundage, J. Schlusell, J. J. Matheson, Wm. Turner, J. D. Sullivan; law and legislative committee, R. H. Baker, Emil Buehrer, Henry Heidleberg, John D. Hynes, Roland Roche, Theo. Johnson, George P. Bowns; organizing committee, Mary Everson, John O. Walsh, Frank O'Brien, Minnie Andrews, Ben Brundage, George Bowns, Walter Hancock, Anthony Noriega, A. P. Less, Jos. DePool, May McCullough, John Mooney; Labor Clarion directors, John O. Walsh, Selig Schulberg, M. E. Decker, J. J. McTiernan, John A. O'Connell, George S. Hollis.

The chair appointed the following delegates to serve as judges and tellers: Thomas Riley, J. Hammerschlag, George Flatley, George Cullen, Harry Morrison, Thomas Garrity, P. H. McGowan, Hugo Ernst, W. G. Desepte, Emil Buehrer, W. J. Wilkinson, Dennis Foley, Gus. Magnuson, Nonie Cordes, Wm. Corcoran.

Receipts—\$400.21. Expenses—\$201.71.

Council adjourned at 9:15 p. m.

JOHN A. O'CONNELL, Secretary.

P. S.—Executive Committee recommends that the affiliated unions make donations liberally to the famine-stricken people of Russia and forward same to the Labor Council, and the Secretary will forward it to the American Federation of Labor with a request that it be transmitted to the proper authorities.—J. O'C.

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DECEMBER 31st, 1921

Assets	- - - - -	\$ 71,851,299.62
Deposits	- - - - -	68,201,299.62
Capital Actually Paid Up	- - - - -	1,000,000.00
Reserve and Contingent Funds	- - - - -	2,650,000.00
Employees' Pension Fund	- - - - -	371,753.46

A Dividend of FOUR AND ONE-QUARTER (4¼) per cent per annum was declared for the six months ending December 31, 1921.



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LABEL SECTION.

Minutes of Meeting Held January 18, 1922.

Meeting called to order at 8:20 p. m. by President Brundage, with all officers present except A. Witholdt and G. J. Plato.

Minutes of previous meeting approved as read.

Credentials received from the Janitors, Coopers. Moved and seconded that the credentials be received and the delegates seated. Moved and seconded that the delegates from the Teamsters and Tailors be seated pending the arrival of their credentials.

Reports of Unions—Hatters reported that business was good during the year of 1921; ask a demand for their label when buying hats. Tailors No. 80 reported that the shops using the label aren't working but half time; shops that are unfair are working full time; ask a demand for their label when ordering your next suit. Waiters No. 30 reported that they still have 1800 members, local in good condition, initiating members all the time. Painters No. 19 reported that the local is looking for union-made goods. Cap Makers No. 9 reported that business is good; ask a demand for their label when buying caps. Cooks' Helpers No. 110 reported that they are signing up new places every day; having trouble with Tex's on Third street, White Lunch, Clinton's, Sunset, Rex on Eddy street, Transfer on Valencia street, Winchester on Third street, Windmill on Kearny street, and the Screen at 200 Golden Gate avenue are all unfair; local is carrying on an active campaign on all unfair restaurants. Butchers No. 115 reported that they are holding a grand ball at the Civic Auditorium on February 2, for the sick and endowment fund. Grocery Clerks reported that they are still fighting the Keystone Creameries which are unfair; Piggly-Wiggly stores in the Bay City and Grand markets are also unfair; Harris Bakery on Twenty-second, near Mission, is also unfair; organizing all the bakery salesgirls; ask a demand for the Clerks' working button, color changes every month. Glove Workers reported that business is fair; ask a demand for their label when buying gloves. Cooks reported that business is good; as a demand for the house card. Teamsters No. 85 reported that business is good; elected the same officers that have held office for the last 21 years; agreement expires on the 24th of the month. Garment Workers No. 131 reported that business is good; initiating new members every meeting. Hoisting Engineers No. 59 reported that business is good; all members working. Boot and Shoe Workers reported that business is slack; ask a demand for their label when buying shoes and having them repaired. Brother Baxter gave an interesting talk on the union label. Brother Lively gave an interesting talk on the union label.

Agitation Committee reported that they met last Tuesday evening to devise ways and means for agitation for the coming year. Committee ordered 10,000 cards boosting the Cigarmakers' label and telling of the union-made brands of cigars and tobaccos. Moved and seconded that

the report of the Agitation Committee be received. Moved and seconded that any delegate that has time to go before the different locals, give their names to the Secretary. Moved and seconded that the secretary write to the Paper Makers' Union and ask them to place an ad in our bulletin board. Bulletin Board Committee reported that they have secured the Garment Workers' label for the bulletin board.

Moved and seconded that the resolution of Bro. Bowns be adopted.

Trustees reported favorably on the bills, same ordered paid.

Dues, \$12.00; Agent Fund, \$2.25; total, \$14.25. Disbursements, \$6.30.

There being no further business to come before the Section we adjourned at 10:45 to meet again on February 1st.

"You are urged to demand the union label, card and button."

WM. HERBERT LANE, Secretary.

CIVIL SERVICE POSITIONS.

Recent appropriations of the Legislature have made possible a building program for the State amounting to about \$4,000,000. This includes provisions for new buildings at several of the State institutions. The work is to be carried out under the direction of the State Architect as head of the Division of Architecture of the State Department of Public Works.

This large program has made it necessary to secure additional assistants in the office of the State Architect. Estimators and draftsmen are needed at salaries listed below.

Assistant estimator, \$235 to \$280 a month.

Junior estimator, \$170 to \$230 a month.

Architectural draftsman, \$170 to \$230 a month.

Persons interested in these positions may secure further information from the State Civil Service Commission, Forum Building, Sacramento. This Commission has scheduled examinations which will be held in the near future.

The State Civil Service Commission will also hold examinations for the following positions during the month of February, and will be glad to send application blanks and further information to anyone interested:

Bookkeeper (senior and junior), \$100-\$200 a month.

Stenographer (men and women), \$70-\$160 a month.

Messenger (boys and girls), \$65-\$75 a month.

Matron and assistant matron (with maintenance), \$80-\$115 a month.

BOOKBINDERS.

The annual convention of the International Brotherhood of Bookbinders, which was to have been held in San Francisco next June, will be held in some Eastern city, if held at all this year, according to information received by the local union from officers of the brotherhood.

The affiliated unions are now taking a referendum vote on the question of holding a convention this year.

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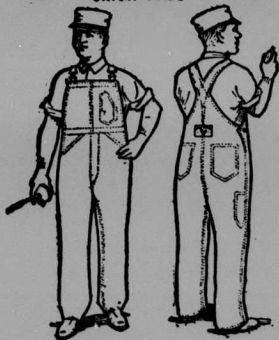
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Can't Bust 'Em Carpenter Overalls—Made of heavy white duck with patent nail pouch. Pair \$2.25

Can't Bust 'Em Extra Heavy Black Overalls, with or without bib. Only, per pair \$1.75

Can't Bust 'Em Cooks' and Bakers' Hickory Pants, pair \$1.50

Can't Bust 'Em Painters' White Bib Overalls and Jumpers — Special this week, per suit \$3.00

Boss of the Road White Waist Overalls. Per pair \$1.35

"Argonaut" Union Made Extra Heavy Khaki Outing Shirts—Reg. \$2.50 value. Special \$1.95

"Argonaut" O. D. Khaki Flannel Shirts; all sizes; military collar. Special \$4.95

"Argonaut" White Soisette Shirts — Made of registered soisette and all silk stitched. Regular \$3.50 value. Special \$2.75
Extra Heavy Hickory Shirts—Made with double yoke. Special \$1.25

Men's Heavy Can't Bust 'Em Corduroy Pants — Every stitch guaranteed \$4.00

Can't Bust 'Em Kute Kut Play Suits for Boys—in blue denim or khaki 98c Sizes 5 to 9 \$1.25 Sizes 10 to 16 \$1.50

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A GREAT OPPORTUNITY.

The Division of Vocational Education, University of California, in co-operation with the State Board of Education held the first graduation exercises for the class completing the special 280-hour evening course for the training of Vocational and Industrial Teachers on Wednesday evening, January 25th, in Chabot Hall, Grove and Eleventh streets, Oakland.

The following persons having successfully completed the requirements of the Teacher Training Course were given diplomas certifying to this achievement:

Merrill M. Coontz, Electricity; Miss Mary J. Cronan, Millinery; Frederick H. Fairfax, Carpentry; William J. Freeling, Auto Mechanic; Timothy B. Healy, Blacksmithing; Mrs. Emma Melsen, Millinery; Martin E. Salmi, Auto Mechanic; Robert W. Saunders, Woodworking; Miss Margaret Sheean, Millinery; Frank L. Stuart, Woodworking.

While this was the first public graduation exercise since the course was established, three years ago, 138 men and women have completed the 280 hour requirement and most of them are now teaching their trade or vocation in the vocational schools and classes in the public schools of California.

The purpose of this course is to train men and women, expert in some trade or technical occupation, to become vocational teachers of their trade or occupation, and few union men have taken advantage of the opportunity.

The demand for practical teachers of this type is due to the Federal Vocational Educational Act, popularly known as the Smith-Hughes Act, whereby upwards of four and one-half million dollars was distributed last year to the several states for the promotion and maintenance of vocational education in the public schools. This sum increases each year until 1925, and there-

WE DON'T PATRONIZE LIST

The concerns named below are on the "We Don't Patronize List" of the San Francisco Labor Council. Members of labor unions and sympathizers are requested to cut this out and post it.

American Tobacco Company.
Compton's Restaurant, 8 Kearny.
Block, J., Butcher, 1351 Taraval.
European Baking Company.
Fairyland Theatre.
Gorman & Bennett, Grove.
E. Goss & Co., Cigar Mnfrs., 113 Front.
Great Western Grocery Co., 2255 Clement,
844 Clement, 500 Balboa, 609 Clement,
901 Haight, 5451 Geary.
Gunst, M. A., cigar stores.
Hartsook Studio, 41 Grant Ave.
Jewel Tea Company.
Levi Strauss & Co., garment makers.
Maitland Playhouse, 332 Stockton
National Biscuit Co., Chicago, products.
New San Francisco Laundry.
Novak Studio, Commercial Building.
Pacific Luggage Co.
Players' Club.
P. H. Shuey, Jeweler, 3011 Sixteenth.
Regent Theatre.
Schmidt Lithograph Co.
Steffens, Jeweler, 2007 Mission.
The Emporium.
United Railroads.
United Cigar Stores.
White Lunch Establishments.

after it will be seven millions. To use this money, the states must match the fund dollar for dollar. The result has been a rapid increase throughout the country of day, evening and part-time schools and classes for the training of youths and adults in trades and industries, home-making and agriculture, with a consequent demand for trained teachers, masters in their trades or vocation, with good general education, and properly trained in how to teach their trade.

California's share of this Federal fund for 1921-22 is in round numbers \$145,000. This sum is matched by the State, dollar for dollar, making a total of \$290,000 being spent in this State for the current year in promoting and maintaining vocational education.

Each State sharing in this splendid bounty and all the states have accepted the terms of the Act—is obliged to set aside a certain part of the annual sum for the preparation of teachers. The wisdom of the framers of this Act is thus evident. It is only by means of skillful men and women, carefully selected and properly trained in how and what to teach, that it will be possible to realize the purpose of this Act, and San Francisco has been sadly lagging behind so far as taking advantage of the Act is concerned.

The purpose of this Act is based upon the fundamental idea that vocational education is essential to the national welfare and in the giving of "vocational training to boys and girls who have selected a vocation and desire preparation for entering it as trained wage earners; or to boys and girls already at work but who need and desire to become more proficient in their employment; or to wage earners—adults—established in their trade or occupation who through training desire to increase their efficiency and wage-earning capacity and to advance to positions of responsibility."

The preparation of vocational teachers for the trades and industries in California is carried on by the University of California, Division of Vocational Education, in co-operation with the State Board of Education, in two centers: "The San Francisco Bay Region" for the north and in Los Angeles for the south. This northern center is maintained in the Oakland High School, 615 Twelfth street, with extension centers at San Jose and Stockton. The total enrollment, at this time, is 82 men and women representing twenty-one different trades or occupations. The five main industrial groups—building, mechanical, publication, food and clothing trades—are represented in the enrollment.

The course for the training of vocational teachers in the trades and industries is as follows: A two-year course—a total of 280 clock hours; two evening per week; two hours per evening; 35 weeks for each year beginning in September and January; a summer school of six weeks at the University of California, day attendance, is the equivalent of one year evening attendance.

The course is given in the evening because the men and women most desirable and proficient in their respective trades or occupations—and only those can teach their trades to another—are occupied earning their living at their trade in the daytime. This course does not aim to teach men and women anything about their trade but it does aim to teach them the art of teaching that trade to others. It thus adds another skilled trade or profession—teaching—to the one they now possess.

Upon the completion of the course, a diploma is awarded and a Special State Credential is given entitling the holder to teach his trade in the public schools of California.

Seventy-three teachers were placed in teaching positions during the past year from this Bay Region Center. The salary paid these teachers compares favorably with that usually paid in industry, from \$1500 to \$3000, with an average of about \$2200 with opportunity for additional income through evening and summer school teaching.

The advantages of the teaching profession are by no means limited to the pay received. The teacher and the priest or preacher were at one time one and the same person. They served in guiding humanity to better living. This purpose is still the dominant one of teaching. Democracy would perish from the earth but for the teacher. It is this that makes it a profession. Its objective is not personal profit but service to the best attainment possible. Such service has always rewarded those who give it with a satisfaction independent of the other returns successful teaching receives. Some of these other returns are:

(a) It is agreeable and interesting work for the successful teacher.

(b) The associations with learners—youth and adult—and with fellow teachers is very pleasant.

(c) It pays well considering the adjustment of the hours, the command the teacher has of his leisure time and the opportunities for self-improvement. It is true that the day school has but 30 hours per week. The successful teacher will spend nearly as much more time in necessary preparation.

(d) The employment is practically continuous, that is, teachers are employed by the year. The school year is usually ten months, with two months for holidays and vacations.

A new Teacher Training Class begins January 26th at 615 Twelfth street, Oakland High School. Men and women competent in their trades and technical occupations and of good personal appearance and high moral character, are in demand. Only such ones will be selected to enter this course. Anyone interested and who fulfills the conditions, or who desires further information, should communicate at once with the Supervisor in charge at the above address or by phone at Oakland 6371.

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THE SHIPPING SCHEME.

By Paul Scharrenberg.

The public of San Francisco has heard a great deal the last few weeks about the contemplated \$30,000,000 Pacific Coast marine merger. Forty captains of commerce, so the newspapers inform us, are now in session in our city to shape the destiny of the American Merchant Marine. The most important features of the conference, according to the press, are the following:

1. "The establishment of an easy installment system for the purchase of ships of the United States Shipping Board fleet by private firms so that the government may withdraw without further losses from the steamship business and the agreement on price per ton for government ships.

2. "An American government ship subsidy for freight and passenger vessels entailing an annual cost to the U. S. treasury of \$30,000,000 thus permitting American craft to compete with foreigners with their low scale of wages and costs."

As regards feature No. 1, it is earnestly hoped that some satisfactory method can be agreed upon whereby our Government will go out of the shipping business. Government ownership of merchant vessels has been a curse to American seamen. There was absolutely no excuse for the disastrous seamen's strike of last year. The seamen of America were forced to strike by the autocratic and arbitrary attitude of the men then conducting the Shipping Board. The seamen did everything possible to avoid that fight, they agreed to leave the whole question to arbitration, and when that was denied to the individual determination of President Harding. But all overtures were refused.

The Shipping Board had no hesitation in using their vessels—belonging to the American people—as fighting ships to reduce the wages and living conditions of the seamen under the American flag. The American people had to take the risk and bear the cost, while privately-owned ships were

lying in harbor awaiting the result. Laws were disregarded, utterly inefficient men were sent to sea in a way that could not have taken place except where the Government was involved in the struggle, and when operators of vessels belonging to the United States Shipping Board were willing to and did sign agreements with unions, the vessels were taken away from them, unless they cancelled.

For these reasons, and countless others, the organized seamen should be happy to see an end of Government ownership of merchant shipping. Even if the ships were to be given away it would be a relief to see an end of that terrible incubus.

Feature No. 2 of the shipping merger conference is a renewal of an old or rather ancient demand of private interests for a ship-subsidy, i. e., a gift or hand-out from the U. S. treasury.

As in the past the plea for this subsidy is based upon the alleged "high wages" American shipowners are compelled to pay American crews.

It is a remarkable coincidence that the very issue of our newspapers which announce this \$30,000,000 drive on the national treasury also carry news of a further reduction in American seamen's wages. If these reductions take effect American seamen's wages will be on a level with British wages. So, presumably it will be up to the British owners to make the next cut, otherwise we shall pass them while moving to the coolie level. Speaking about coolies reminds me that press dispatches from China under date of January 19 relate meager details of a Chinese seamen's strike for higher wages.

The wages of Japanese seamen in the competitive trade were increased 27 per cent the latter part of 1921. This information was published in the Marine Journal of New York.

All other available data seems to indicate that American seamen's wages are going down while Asiatic seamen's wages are coming up and are not so far apart, right now, as to constitute a serious handicap to American shipowners. But that is only half of the story.

Certain American shipowners have for some time past adopted the policy of importing Chinese crews for the purpose of manning American ships in our own American ports. Captain Dollar blazed the way in this importing business. When challenged by the Sailors' Union of the Pacific the case was carried to the Supreme Court of the United States, and that august body on November 5, 1917, decided that American shipowners had a perfect right to import Chinese for the purpose of manning American ships in American ports. "American" shipowners have been doing it ever since.

Following are pertinent excerpts from reports of the Seattle agent of the Sailors' Union:

"October 31, 1921. 35 Filipinos shipped on 'Keystone State' to replace deserting Chinese."

"November 21, 1921. Steamship 'Silver State' is here bound for Orient; 115 Chinese in steward's department and about 100 in fireroom.

"December 12, 1921. Steamship 'Pinetree State' laid off her engine crew, also the men in the steward's department, and replaced them with Chinese brought over on the 'Wenatchie.'"

"January 2, 1922. Steamship 'Keystone State' has arrived and brought about 160 Chinese that were put aboard the steamship 'Bay State.'"

All these steamships are owned by the people of the United States and were bought and paid for through Liberty Bonds. They are operated by the Pacific Steamship Company, one of the principal advocates of a ship-subsidy.

When these Chinese were brought to Seattle American citizen seamen, who had served our country in the late war, were available and were anxious and willing to accept employment on American ships. But the patriots who now ask for a \$30,000,000 subsidy, per annum, preferred Chinese.

The question of ship-subsidy has been before

the Congress of the United States on several occasions. And in each instance it was discovered that the alleged "high" American seaman's wage had no basis in fact. The high-priced American seaman is a stage creature only. He is trotted out for public inspection whenever a group of financiers come to the conclusion that the time is auspicious for another raid on the United States treasury.

Ship-subsidy has never built up any great merchant marine. It is a delusion, a snare and a fraud. Nations that successfully operate a merchant marine do so (1) because there is a national spirit behind the job, (2) because of efficient management and operation, and (3) because of real co-operation between those who own the ships and those who man them.

The captains of commerce who are now with us deliberating upon this problem are respectfully invited to refute the facts presented herein.

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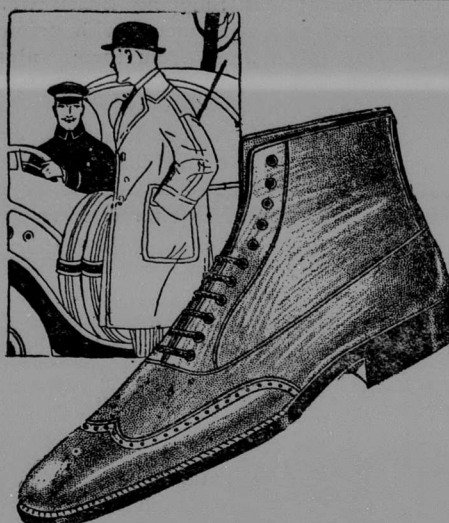
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SEEK AFFILIATION.

The Elevator Starters and Operators' Union, affiliated with the American Federation of Labor, has applied for affiliation with the Labor Council. The application has been referred to the organizing committee of the Council.

METAL TRADES COUNCIL.

Resolutions opposing any reduction in the present minimum wage for women in industry in California were unanimously adopted by the Bay Cities Metal Trades Council at its last meeting and forwarded to the State Industrial Welfare Commission.

COOKS.

Cooks' Union No. 44 will be represented in the Labor Council the next six months by the following delegates: Emil Buehrer, John Troxel, A. N. Oliver, Arthur H. Dodge, C. C. Haugaard, Chris Swensen, Bernard Schiff, Rudolf Wartenberg and John B. Held.

DEATHS.

The following members of San Francisco unions have died since last reports: George W. Messic of the roofers, Horace W. Joscelyn of the millwrights, Peter J. McMahon of the carpenters, William H. Andre of the cigarmakers, Nellie King of the laundry workers.

WATERFRONT WORKERS.

The Waterfront Workers' Federation has elected the following officers: President, M. T. Doyle; vice-president, James Stewart; secretary-treasurer, E. E. Ellison; sergeant-at-arms, E. F. Kraut; auditing committee, V. Swanson, N. Kraemer, George McNulty; organizing committee, M. T. Doyle, E. Kraut, M. Leonard.

METAL POLISHERS.

Metal Polishers and Platers' Union has elected these delegates to the Labor Council: Bert Amis, Francis Ferrer.

TYPOGRAPHICAL UNION.

The San Francisco Typographical Union has elected Thomas E. Cordes, L. Hirschberg and Joseph Phillis delegates to the Labor Council, vice Harry Johnston, J. J. Neely and Benjamin Schonhoff.

ORGANIZING COMMITTEE.

Plans for an organizing campaign for the coming year were perfected at a meeting of the organizing committee of the Labor Council last Wednesday night in the Labor Temple. John O. Walsh, chairman of the committee, presided.

FINANCIAL APPEAL.

The American Federation of Labor has joined with the United Mine Workers of America and the State Federation of Labor of West Virginia in issuing an appeal for financial assistance for the relief of the starving women and children of West Virginia, wives, mothers and children of the locked-out miners of that State.

TRUMMER A CANDIDATE.

M. A. Trummer of Los Angeles, formerly of San Francisco, is a candidate for the office of secretary-treasurer of the Journeymen Tailors' International Union of America. While he has received the indorsement of the Tailors' unions of Los Angeles and Long Beach, his candidacy has not received the indorsement of the local in this city owing to the manner in which he handled the strike here a couple of years ago.

AN ATTRACTIVE PROGRAM.

To replenish the treasury of its sick and endowment fund, Journeymen Butchers' Union No. 115 will give an entertainment and ball in the Civic Auditorium on Thursday night, February 2.

The program of entertainment will include vocal numbers by R. T. Hunter, a celebrated tenor, who was "discovered" while singing at his work as a deckhand on a San Francisco ferryboat; vocal numbers by the Feist Trio, pantomime and vaudeville acts by Leona Sanders and Phyllis Chatterley, two of the most talented juvenile performers on the Pacific Coast; a concert by Sapiro's Band of thirty-five pieces, acts from local theatres, competitive military drills and moving pictures. The entertainment will be followed by carnival features and dancing, which will continue all night.

The entire proceeds from the affair will be used by the Butchers' Union in paying sick and death benefits during the coming year. The union pays a weekly sick benefit of \$7 and a mortuary benefit of \$200.

On the committee of arrangements are George Schade, M. S. Maxwell, Charles Kloos, Samuel Agosti, J. Bergbender, Thomas DeFraga, M. Duarte, J. Hannigan, Robert Porter, Joseph Campbell, Frank Granucci, J. A. Sweeny, Frank Flohr, William Batterson, Henry Borgwardt, George Crossfield, H. Brugge, Ben Lee, H. Feary, Abe Rosenberg, Kent Winston, Al Levy, Thomas Lally, Edward Powers, Jacob Beckel, Charles Jones.

LOS ANGELES ELECTION.

(By United Labor Press of California.)

At the annual election of officers of the Los Angeles Central Labor Council, to be held this week, only three offices will be balloted upon—those of president, vice-president and one member of the executive board. Thirteen offices will be filled by acclamation, including that of secretary-treasurer. This is in striking contrast with the condition of affairs which prevailed in the labor movement of Los Angeles this time last year, when two complete tickets were in the field. Those who were opposed to the administration were defeated. Since then the opposition has, to a great extent, disappeared, one of the most active of the anti-administrationists having since joined the so-called "Rank and File Federation," which has made practically no headway in Los Angeles.

During the past year the Central Labor Council has increased both in numerical and financial strength.

The tame election to be held this week proves as nothing else could that all of the energy of the labor movement of this city will be devoted this year to fighting the common enemy and that no strength will be wasted in factional fights.

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